

UNITED STATES OF AMERICA  
BEFORE THE NATIONAL LABOR RELATIONS BOARD  
REGION TWENTY-FIVE

Indianapolis, IN

BRADLEY CHEVROLET, INC.

and

Case 25-RC-10146

INTERNATIONAL ASSOCIATION OF  
MACHINISTS & AEROSPACE WORKERS,  
AFL-CIO

DECISION AND DIRECTION OF ELECTION

Upon a petition duly filed under Section 9(c) of the National Labor Relations Act, as amended, a hearing was held October 21, 2002, before a hearing officer of the National Labor Relations Board, hereinafter referred to as the Board, to determine an appropriate unit for collective bargaining.<sup>1</sup>

I. ISSUES

The Petitioner seeks an election within a unit comprised of approximately 8 Service Technicians and 1 Lube, Oil and Filter employee employed by the Employer at its facility located in Franklin, Indiana. The Petitioner contends that these employees comprise a craft unit and that other employees who work at the facility should be excluded from the unit. The Employer maintains that the Service Technicians and the LOF employee do not constitute a craft unit and that an application of community-of-interest criteria mandates the conclusion that all employees in the service, repair and parts operations at the Employer's facility must be included

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<sup>1</sup> Upon the entire record in this proceeding, the undersigned finds:

a. The hearing officer's rulings made at the hearing are free from error and are hereby affirmed.

b. The Employer is engaged in commerce within the meaning of the Act and it will effectuate the purposes of the Act to assert jurisdiction herein.

c. The labor organization involved claims to represent certain employees of the Employer.

d. A question affecting commerce exists concerning the representation of certain employees of the Employer within the meaning of Section 9(c)(1) and Section 2(6) and (7) of the Act.

in one unit. The Employer's position is that the appropriate unit should consist of 8 Service Technicians, 1 Lube, Oil and Filter employee, 3 Service Advisors, 3 Body Shop Technicians, 1 Body Shop Detailer, 1 Parts Counter employee, 1 Parts Driver, 2 Detail Porters, and 2 Service Cashiers.

## II. DECISION

For the reasons discussed in detail below, including such factors as the Service Technicians' specialized training and experience, use of specialized tools and equipment, and different duties than other employees, it is concluded that the Service Technicians and Lube, Oil and Filter employee constitute a craft unit appropriate for collective bargaining. The record further supports the conclusion that even if the Service Technicians and LOF employee do not comprise a craft unit, they share a sufficient community of interest to warrant their joinder in one unit, and they constitute an appropriate unit for collective bargaining.

The following employees of the Employer constitute a unit appropriate for the purpose of collective bargaining within the meaning of Section 9(b) of the Act:

All full-time and regular part-time Service Technicians and Lube, Oil, and Filter employees employed by the Employer at its Franklin, Indiana location; BUT EXCLUDING all Service Advisors, Body Shop Technicians, Body Shop Detailers, Parts Counter employees, Parts Drivers, Detail Porters, Service Cashiers, Salesmen, office clerical employees, professional employees, managerial employees, and all guards and supervisors as defined in the Act, and all other employees.

The unit found appropriate herein consists of approximately 9 employees for whom no history of collective bargaining exists.

### A. Statement of Facts

The Employer, Bradley Chevrolet, Inc., is engaged in the sale and service of new and used automobiles and trucks. The Employer's operations are divided into two separate functions: sales and service. Both of these functions operate at the same location. The service area of the facility is located immediately adjacent to the showroom. The showroom is where the sales portion of the Employer's operation is located. The service area contains work areas for a number of the Employer's service department employees along with a service office and parts room. Approximately 21 feet from the main building which houses the showroom and service area is a second building. This building contains the body shop where the Body Shop Technicians and the Body Shop Detailer work.

The highest ranking member of management at the facility is its General Manager. The General Manager oversees both the sales and service portions of the Employer's business.

Within the sales department there is a Used Car Manager and a New Car Manager. Both of these individuals report to the General Manager. In the Employer's service operation, a Service Manager who reports to the General Manager oversees both a Parts Department Manager and a Body Shop Manager.

There are 8 Service Technicians employed in the service department. It is the responsibility of the Service Technicians to maintain, diagnose and repair customers' automobiles and trucks. The Employer requires individuals hired as Service Technicians to have prior experience in automobile maintenance. They are not required to be journeyman mechanics or to be certified at the time of their hire. However, the Employer requires that they become ASE certified at some point after hire.<sup>2</sup> Each of the Service Technicians specializes in a different area of automobile repair and is certified by ASE in his particular area.<sup>3</sup> The Service Technicians also take training in automobile and truck repair through a program administered by General Motors called "Mark of Excellence." Finally, Service Technicians take a course in a computer program called SI 2000 that is used by General Motors to issue service bulletins concerning automobile repair. Service Technicians are also required to provide their own specialized tools and it is not unusual for a Service Technician to own over \$20,000 worth of tools.

All of the Service Technicians report directly to the Service Manager, and they all wear uniforms partially paid for by the Employer. Each of the Service Technicians has his own work area located in the service department of the main building of the facility. Three of the Service Technicians are paid an hourly wage<sup>4</sup>. The compensation of the other five Service Technicians is determined by a "book rate." The book rate provides an estimated time of completion for each type of mechanical repair. If the Service Technician completes the repair in less time than the estimated time, he is nonetheless paid for the full estimated time. If he takes longer to complete the repair, he is only paid for the estimated time given in the book. All of the Service Technicians earn between \$35,000 and \$45,000 a year. All of the Service Technicians work from 8:00 AM until 5:00 PM on Mondays, Wednesdays, and Fridays and alternate working until 8:00 PM on Tuesdays and Thursdays.

The Employer employs 1 Lube, Oil and Filter employee at its Franklin, Indiana location. The Lube, Oil, and Filter employee is responsible for changing the oil and oil filter on customers' vehicles, as well as checking other fluid levels and lubricating vehicles. When hired, the LOF employee is expected to have some automotive knowledge but nothing close to that expected of a Service Technician. He is also expected to have his own tools although these tools are not

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<sup>2</sup> ASE is a nationwide testing program for automobile and truck repair. Individuals can take ASE tests and become ASE certified in a number of specialty areas of vehicular repair. ASE also offers tests and certifications in automobile body work.

<sup>3</sup> Service Technician Darin Pilk receives and services new vehicles, including the installation of running boards and luggage racks. He is not ASE certified. The record does not explain this certification exception.

<sup>4</sup> The record does not reflect the hourly wage earned by the 3 Technicians.

nearly as extensive and specialized as the tools owned by the Service Technicians. The LOF employee does not assist the Service Technicians with their repairs, but if he is absent from work, his work is performed by a Service Technician. The LOF employee also participates in Mark of Excellence and SI 2000 training. He has a workstation in the service area of the facility and reports directly to the Service Manager. He wears the same uniform worn by Service Technicians and his uniform is also partially paid for by the Employer. The LOF employee's vacation schedule is maintained on the same calendar used for the Service Technicians' vacation schedules. The LOF employee works from 8:00 AM to 5:00 PM on Monday, Wednesday, and Friday and from 8:00 AM until 8:00 PM on Tuesday and Thursday; is paid on an hourly basis; and earns between \$15,000 and \$20,000 a year.

The Employer currently employs three individuals in the position of Service Advisor. The Service Advisors essentially perform a customer relations function. When a customer brings a vehicle into the Employer's facility, the customer speaks with a Service Advisor. The Service Advisor discusses the customer's problem, and determines the symptoms of each problem or the specific repair desired by the customer. The Service Advisor then prepares a repair order which is given to the Service Manager. The Service Manager assigns all repair work to the Service Technicians. After a Service Technician completes a job, he returns the repair order to the Service Advisor. The Service Advisor then refers the repair order to the Service Cashier. When the customer returns, the Service Advisor reviews the repair order with the customer; explains repairs performed, and informs the customer if additional repairs are recommended by the Service Technician. The Advisor then refers the customer to the Service Cashier for payment.

Service Advisors are not required to have any automotive repair knowledge when they are hired. Service Advisors participate in the Mark of Excellence training, but the record does not indicate whether they participate in SI 2000 training. Service Advisors work in the service area of the main building of the Employer's facility and report directly to the Service Manager. Service Advisors do not wear the same uniform worn by the Service Technicians. Service Advisors wear casual clothing, including shirts with the Employer's logo stitched on the pocket. Service Advisors are paid a daily wage plus a commission based upon the amount of service and parts they sell to customers. Since they are paid a commission, Service Advisors' incomes differ from week to week, but they generally earn between \$30,000 and \$40,000 a year. Service Advisors work from 7:30 AM to 6:00 PM on Monday, Wednesday, and Friday and from 7:30 AM until 8:00 PM on Tuesdays and Thursday. Service Advisor vacation schedules are maintained on the same calendar used for the vacation schedules of Service Technicians and the Lube, Oil and Filter employee.

There are two Service Cashiers employed at facility. The Service cashiers work in the showroom and perform invoicing functions for the parts department, the service department, and the body shop. Service Cashiers also receive repair orders from the Service Advisors, generate customer invoices, and accept payment from customers. Service Cashiers are supervised by both the General Manager and the Service Manager. There is no evidence in the record indicating whether Service Cashiers participate in any form of training or certification. They do not wear uniforms but instead dress in casual clothing. Service Cashiers are paid between \$6.00 and \$8.00

an hour and work from 8:00 AM until 6:00 PM on Monday, Wednesday, and Friday and from 8:00 AM until 8:00 PM on Tuesday and Thursday.<sup>5</sup>

The Employer's two Detail Porters have a work area in the service area of the main building of the Employer's facility. The Detail Porters are responsible for cleaning customers' vehicles, including vehicles in the service department and body shop; transporting customers to and from work or home while their vehicles are being repaired; and maintaining the exterior of the Employer's facility by picking up trash and emptying garbage cans. The Detail Porters also sometimes run errands for the service department. The Detail Porters are supervised by the New Car Manager, the Used Car Manager, and Service Manager, but spend the majority of their time reporting directly to the General Manager. The Detail Porters wear the same uniforms worn by Service Technicians and work from 8:00 AM until 5:00 PM, Monday through Friday. Detail Porters are paid between \$6.00 and \$8.00 an hour.

There is 1 Parts Counter employee and 1 Parts Driver at its facility. The Parts Counter employee works in the parts department, which is located in the service area of the main building of the facility. The Parts Counter employee is responsible for providing Service Technicians, the Lube, Oil and Filter employee, and Body Shop Technicians with parts they need to perform their jobs.<sup>6</sup> These employees come to the Parts Counter and request a part and the Parts Counter employee locates the part, removes it from the shelf, and gives the part to the requesting employee. The Parts Counter employee is also responsible for maintaining the inventory of the parts department. The Parts Counter employee also sells parts directly to customers. Approximately 40%-50% of the Parts Counter employee's work involves selling parts directly to customers. The Parts Driver is responsible for picking up parts at other locations and transporting them to the parts department. The Parts Driver only spends 1 or 2 hours at the Employer's facility each day. Both the Parts Counter employee and the Parts Driver wear the same uniform worn by the Service Technicians and report directly to the Parts Manager. The Parts Counter employee is paid a salary plus a commission based upon the value of the parts he sells, and earns approximately \$40,000 a year. The Parts Driver is paid an hourly wage and earns between \$15,000 and \$20,000 a year. The Parts Counter employee works from 7:15 AM until 6:00 PM on Monday, Wednesday and Friday and from 7:15 AM until 8:00 PM on Tuesday and Thursday. The Parts Driver works from 7:30 AM until 5:30 PM Monday through Friday.

The Employer has three Body Shop Technicians who work in the body shop located approximately 21 feet from the main building at the Employer's facility. Body Shop Technicians work on vehicles that have been damaged in accidents or are otherwise in need of body repairs. One of the Body Shop Technicians works exclusively painting vehicles. Prior to hire Body Shop Technicians are required to have general body shop automotive repair knowledge as well as their own tools. The record does not indicate how much money the body shop employees have invested in their tools. In addition to bodywork, Body Shop Technicians

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<sup>5</sup> The two Service Cashiers alternate working late evenings.

<sup>6</sup> The Parts Counter employee participates in Mark of Excellence training. The record does not indicate whether the Parts Driver participates in any training.

also perform some basic mechanical work on vehicles that have been damaged in accidents. The Technicians repair such items as damaged power windows and antennas; recharge air conditioning units; and replace items like radiators, mirrors and fans. More complicated mechanical work is sent to the Service Technicians. Body Shop Technicians do not perform the same type of advanced diagnostic work performed by the Service Technicians.

Like the Service Technicians, Body Shop Technicians are not required to be certified at the time of their hire. Following hire they participate in Mark of Excellence and SI 2000 training, and two of the Body Shop Technicians are ASE certified in the area of auto body repair, although the record does not indicate the specific certification possessed by these employees.<sup>7</sup> All three Body Shop Technicians are paid by the book rate, which means they are paid an hourly rate multiplied by the estimated time it would normally take to complete a task. The Body Shop Technicians earn between \$35,000 and \$40,000 a year. The Body Shop Technicians wear the same uniforms worn by Service Technicians and report directly to the Body Shop Manager. The Body Shop Technician who specializes in painting works from 5:00 AM until 3:00 PM Monday through Friday. The other two Technicians work from 8:00 AM until 6:00 PM Monday through Friday.

There is 1 Body Shop Detailer who also works in the Body Shop. The Body Shop Detailer assists the Body Shop Technicians perform their duties. He assists with the sanding, buffing, and taping of vehicles to prepare them for painting, and is responsible for cleaning the Body Shop. The Body Shop Detailer does not participate in any training or certification program and is supervised by the Body Shop Manager. The Body Shop Detailer wears the same uniform worn by Service Technicians. He is paid an hourly wage and earns between \$15,000 and \$20,000 a year. The Body Shop Detailer works from 8:00 AM until 5:00 PM Monday through Friday.

## B. Discussion

Under Section 9(b) of the Act, the Board has broad discretion to determine "the unit appropriate for the purposes of collective bargaining" in each case "in order to assure to employees the fullest freedom in exercising the rights guaranteed by the Act," NLRB v. Action Automotive, Inc., 469 U.S. 490, 494-97 (1985). The Board's discretion extends to selecting an appropriate unit from the range of units which may be appropriate in any given factual setting; it need not choose the most appropriate unit, American Hospital Association v. NLRB, 499 U.S. 606, 610 (1991); P.J. Dick Contracting, Inc., 290 NLRB 150, 151 (1988).

The Petitioner asserts that a unit of Service Technicians and the Lube, Oil and Filter employee is appropriate because this group constitutes a craft unit. The Employer contends that the Service Technicians and Lube, Oil and Filter employee do not constitute a craft unit, and that if one applies normal community-of-interest standards, the appropriate unit must contain all employees in the Employer's service, repair and parts operations, including Service Technicians,

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The third Body Shop Technician (who performs painting work) is not ASE certified.

Lube, Oil and Filter employees, Service Advisors, Body Shop Technicians, Body Shop Detailer, Parts Counter, Parts Driver, Detail Porters, and Service Cashiers. Based upon the record described above and existing Board law, it is concluded that the Service Technicians and the Lube, Oil and Filter employee constitute an appropriate craft unit.

In Burns & Roe Service Corp., 313 NLRB 1307, 1308 (1994), the Board defined a craft unit as

... a distinct and homogeneous group of skilled journeyman craftsmen, who together with helpers or apprentices, are primarily engaged in the performance of tasks which are not performed by other employees and which required the use of substantial craft skills and specialized tools and equipment, at 1308.

The Service Technicians in the instant case meet this definition. They constitute a distinct and homogenous group. The only other employees paid by a comparable method are the Body Shop Technicians, but they work in a different building under different supervision, performing different duties, and utilizing different tools and skills than the Service Technicians. Service Technicians perform complex specialty mechanical repairs. For example, one specializes in the repair of electrical systems and another in transmissions. There is no evidence that any other employees possess similar skills or perform similar functions. None of the employees the Employer seeks to include within the petitioned unit perform complex mechanical repairs. Only two body shop employees perform repair functions, but these are relatively minor and are an adjunct to the body work they perform. None of the Body Shop employees perform advanced diagnostic and complicated mechanical repair work. Finally, seven of the eight Service Technicians have been certified in their respective specialties, and all are required to provide their own specialized tools, which represents a substantial investment for each of the Service Technicians. The certifications earned by Service Technicians differ from those earned by Body Shop Technicians since the former involve mechanical repairs, while the latter deal primarily with body work.

In Dodge City of Wauwatosa, 289 NLRB 459 (1986) the Board held that a unit of service technicians employed by an automobile dealership was an appropriate craft unit. In that case the employer sought to include all of service department employees in a single unit, including body shop employees who worked in a separate building doing body and painting work on vehicles, and parts employees who provided parts to the service technicians and public. The Board held that the service technicians constituted an appropriate craft unit based on the fact that 15 of the 17 technicians were ASE certified; many of the service technicians possessed specialized skills; the service technicians had a substantial investment in specialized tools; and the technicians were paid on the same book-rate basis as in the present case. All of those factors considered by the Board in Dodge City are present in the instant case, including the certifications, specialties, and highly expensive and specialized tools. The Board in Dodge City also relied upon an absence of regular work-related interaction between the service technicians and the other service employees. The record in the instant case also demonstrates very little work-related conduct between the Service Technicians and any of the other service, body shop or parts employees.

In Fletcher Jones Chevrolet, 300 NLRB 875 (1990), the Board also held that a unit of service technicians employed at an automobile dealership was an appropriate craft unit. As in Dodge City the employer argued that all of its service and parts employees, including body shop employees and service advisors, should be included in one unit. The Board found that the service technicians in Fletcher Jones constituted a distinct and homogeneous group based upon their lack of daily work-related interaction with other employees, their method of compensation, their certifications, different supervision, and use of specialized tools. In the instant case, the employees most closely related to the Service Technicians in terms of training, tools, and method of pay are the Body Shop Technicians. But like the body shop employees in Fletcher Jones, the Employer's Body Shop employees have different supervision than Service Technicians; use different tools; and perform substantially different functions utilizing different skills. In Fletcher Jones the Board relied upon these factors to find that the service technicians constituted an appropriate craft unit.<sup>8</sup> Applying the Board's reasoning in Dodge City and Fletcher Jones, it is concluded that the Service Technicians in the instant case constitute an appropriate craft unit.

The cases cited by the Employer in support of its position that the Service Technicians do not constitute a craft unit are easily distinguishable from the instant case. Neither Hanna Motor Company, 94 NLRB 105 (1951) nor R.H. Peters Chevrolet, 303 NLRB 791 (1991) involved the issue of a craft unit. In Hanna the petitioner sought to represent several classifications of employees in the employer's service department, including mechanics, body shop employees, washers, porters, greasers, and laborers. The petitioner sought to exclude all other employees. The craft unit issue was not raised and the Board used standard community-of-interest factors to find that petitioned unit must also include the parts employees, service salesmen (who were the equivalent of the Service Advisors in the instant case) and service clerical employees. In R.H. Peters the petitioner sought to represent a unit of mechanics, helpers, body shop employees and parts department employees but sought to exclude service advisors. Once again the issue of a craft unit was not present in the case. The Board once again applied the community-of-interest test to find that the service advisors should be included in the unit. Both Hanna and R.H. Peters involved situations where the petitioner was not seeking to represent a craft unit, but a much broader unit.

In its post-hearing brief the Employer also cites Austin Ford, Inc., 136 NLRB 1398 (1962). This case is also readily distinguishable from the instant case. In Austin Ford the employer's service department was comprised of four sub-departments. The petitioner sought to represent the mechanics in one sub-department but not mechanics in any other sub-department. The petitioner argued its unit was a craft unit. The Board held that it was not a craft unit because substantial interchange occurred between mechanics in all of the sub-departments and they performed similar functions. For example, mechanics in all departments were considered for vacancies which arose in the sub-department sought by the petitioner, and parts employees performed substantial mechanical work such as the dismantling of engines and transmissions. In

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<sup>8</sup> The Board also relied upon the small number of employees who had moved between classifications in Fletcher Jones. In the instant case the record reveals only two employees in the last 10 years who changed classifications and both of the employees transferred from Service Technician to Service Advisor positions.

the instant case, there is no evidence of interchange between the various classifications in the Employer's service and parts departments. The Union here is seeking to represent all of the employees who perform advanced diagnostic and mechanical repair work. Thus, the holding in Austin Ford is not applicable to the case at hand.

Even if one were to conclude that performing complex vehicular mechanical repairs is not a craft, an application of standard community-of-interest criteria supports a finding that the petitioned unit is one appropriate for collective bargaining. The Service Technicians and LOF employee share common supervision, daily contact and similar work hours. They possess related skills, undergo similar training, utilize similar tools, and perform functions which are integrally related. Their supervision, skills, training, tools and work location differ from all other employees the Employer seeks to include within the petitioned unit. These factors create a community of interest between the Service Technicians and Lube, Oil and Filter employee.

The LOF employee shall also be included within the unit found appropriate herein because he is a "helper" to skilled craftsmen. Traditionally helpers are included within the unit of craftsmen they help. Although the LOF employee does not directly assist the Service Technicians as they perform repairs, he does perform less-skilled maintenance work which the Service Technicians would have to perform absent his presence. When the Lube, Oil and Filter employee is absent the Service Technicians perform oil changes, lube jobs and related unskilled work. The LOF employee's performance of such unskilled work is therefore a help to the Service Technicians because it permits them to concentrate their efforts on the more challenging and complex work, relieving them of mundane, routine functions.

It is also appropriate to include the LOF employee within the petition unit because he does not share any community of interest with the parts employees, body shop employees, Service Advisors or cashiers. Since the Board does not find a one-man unit appropriate for collective bargaining, the Lube, Oil and Filter employee would be denied the right of representation were he excluded from the present unit, Luckenbach Steamship Co., 2 NLRB 192 (1936); Copier Care Plus, 324 NLRB 785 (1997). Thus, the Lube, Oil and Filter employee shall be included within the unit found appropriate herein.

### III. DIRECTION OF ELECTION

An election by secret ballot shall be conducted by the undersigned, among the employees in the unit found appropriate at the time and place set forth in the notice of election to be issued subsequently, subject to the Board's Rules and Regulations. Eligible to vote are those in the unit who were employed during the payroll period ending immediately preceding the date of this Decision, including employees who did not work during that period because they were ill, on vacation, or temporarily laid off. Also eligible are employees in the unit who are engaged in an economic strike which commenced less than 12 months before the election date and who retained their status as such during the eligibility period, and their replacements. Those in the unit who are in the military services of the United States may vote if they appear in person at the polls. Ineligible to vote are former unit employees who have quit or been discharged for cause since the designated payroll period, employees engaged in a strike who have been discharged for

cause since the commencement thereof and who have not been rehired or reinstated before the election date, and employees engaged in an economic strike which commenced more than 12 months before the election date and who have been permanently replaced. Those eligible shall vote whether or not they desire to be represented for collective bargaining purposes by International Association of Machinists & Aerospace Workers, AFL-CIO.

#### IV. NOTICES OF ELECTION

Please be advised that the Board has adopted a rule requiring that election notices be posted by the Employer at least three working days prior to an election. If the Employer has not received the notice of election at least five working days prior to the election date, please contact the Board Agent assigned to the case or the election clerk.

A party shall be estopped from objecting to the non-posting of notices if it is responsible for the non-posting. An Employer shall be deemed to have received copies of the election notices unless it notifies the Regional office at least five working days prior to 12:01 a.m. of the day of the election that it has not received the notices, Club Demonstration Services, 317 NLRB 349 (1995). Failure of the Employer to comply with these posting rules shall be grounds for setting aside the election whenever proper objections are filed.

#### V. LIST OF VOTERS

To insure that all eligible voters have the opportunity to be informed of the issues in the exercise of their statutory right to vote, all parties to the election should have access to a list of voters and their addresses which may be used to communicate with them. Excelsior Underwear, Inc., 156 NLRB 1236 (1966); NLRB v. Wyman-Gordon Company, 394 U.S. 759 (1969). Accordingly, it is directed that 2 copies of an eligibility list containing the full names and addresses of all the eligible voters must be filed by the Employer with the undersigned within 7 days from the date of this Decision. North Macon Health Care Facility, 315 NLRB 359 (1994). The undersigned shall make this list available to all parties to the election. In order to be timely filed, such list must be received in Region 25's Office, Room 238, Minton-Capehart Federal Building, 575 North Pennsylvania Street, Indianapolis, Indiana 46204-1577, on or before **November 13, 2002**. No extension of time to file this list shall be granted except in extraordinary circumstances, nor shall the filing of a request for review operate to stay the requirement here imposed. Failure to comply with this requirement shall be grounds for setting aside the election whenever proper objections are filed.

#### VI. RIGHT TO REQUEST REVIEW

Under the provisions of Section 102.67 of the Board's Rules and Regulations, a request for review of this Decision may be filed with the National Labor Relations Board, addressed to

the Executive Secretary, 1099-14th Street. N.W., Washington, DC 20570. This request must be received by the Board in Washington by November 20, 2002.

Issued at Indianapolis, Indiana, this 6th day of November, 2002.

Roberto G. Chavarry  
Regional Director  
National Labor Relations Board  
Region 25  
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